



Pernod Ricard

Information on the compensation of Pernod Ricard Chief Executive Officer and Vice Chairman of the Board, Pierre Pringuet

2011/2012 variable compensation

At the meeting held on August 29th 2012, the Board of Directors assessed the variable compensation of Pierre Pringuet for 2011/2012. Taking into account the principles decided at the beginning of 2011/2012 and given the level of achievement as at June 30, 2012, it has been approved to grant to M. Pierre Pringuet a variable compensation of 1,607,366 euros, equivalent to 155% of his fixed compensation (target: 110%; maximum: 180%).

Compensation elements 2012/2013

At its meeting held on August 29th 2012, the Board of Directors followed the recommendation of the Nominations Committee and appointed Pierre Pringuet as Vice Chairman of the Board. It also followed the recommendations of the Compensation Committee and approved the following compensation for Pierre Pringuet, provided his term of office as Chief Executive Officer is renewed at the Board meeting to be held after the Annual General Meeting on November 9, 2012:

- ❖ Gross annual fixed compensation 2012/2013: 1,100,000 euros
- ❖ Variable compensation: target: **110%** of the annual fixed compensation capped at 180%
- ❖ No board attendance fees
- ❖ Entitlement to performance-related stock options or performance-related free shares
- ❖ Entitlement to a company car with a driver.

In accordance with the authorised related-party agreements, the Board approved the following for Pierre Pringuet at its meeting on August 29, 2012:

1. Non-compete clause (12 months of gross compensation: fixed + variable) by virtue of his position on the Board.
2. Continuation of the entitlement to a defined benefit pension plan and the collective healthcare and insurance schemes granted by Pernod Ricard on the same terms as those that apply to the category of employees he is comparable to, as far as welfare benefits and other accessory items of his compensation are concerned.

Reminder: On February 10, 2009, Pierre Pringuet resigned from his employment contract with Pernod Ricard which had been suspended when he was appointed as Corporate Officer and he consequently relinquished all the benefits pursuant to said contract.